



2026 Salary Guide

How to use the Salary Table

Below are starting salaries listed by position. These do not include bonuses, benefits, and other forms of additional compensation. This data was compiled with market trends in 2025.

We have broken down the pay rates into three sections to help you customize salary offers. These account for differences in candidate's level of experience, skills, professional certifications and demand for the role or size and complexity of the company that's hiring.

The High percentile is typically reserved for candidates who are extremely difficult to find. With J2T, we can help you determine where a particular role should fall within the guide.

Low

Candidate: average experience but majority of the necessary skills

Demand: Low

Average

Candidate: average and above-average experience, most or all necessary skills plus may have special certifications

Demand: High

High

Candidate: : exceptionally strong skills, experience and expertise, often top 10% of professional peers and has specialized certifications

Demand: High

Accounting & Finance Salaries

Title	Low	Average	High
Chief Financial Officer	\$203,200	\$264,350	\$325,500
Vice President of Finance	\$201,300	\$250,950	\$300,600
Vice President of Accounting	\$180,000	\$225,000	\$270,000
Director of Finance	\$175,000	\$207,500	\$240,000
Finance Manager	\$130,000	\$157,500	\$185,000
Director of Accounting	\$160,000	\$190,000	\$220,000
Controller	\$150,000	\$180,000	\$210,000
Assistant Controller	\$135,000	\$151,500	\$168,000
Accounting Manager	\$105,000	\$128,000	\$144,000
Senior Accountant (3-5+ Years)	\$87,300	\$104,750	\$122,200
Tax Director	\$167,400	\$211,650	\$255,900
Tax Manager	\$132,000	\$154,500	\$177,000
Senior Tax Accountant	\$102,000	\$121,200	\$140,400
Tax Accountant	\$81,950	\$94,175	\$106,400

Accounting & Finance Salaries

Title	Low	Average	High
Financial Reporting – Manager	\$133,500	\$158,250	\$183,000
Financial Reporting – Senior	\$105,000	\$120,000	\$135,000
Financial Reporting – 1-3 Years	\$90,000	\$107,500	\$125,000
SEC Financial Reporting - Director	\$195,000	\$218,000	\$241,000
SEC Financial Reporting - Manager	\$140,000	\$141,500	\$143,000
SEC Financial Reporting – Analyst	\$108,500	\$124,150	\$139,800
Technical Accounting Manager	\$135,000	\$150,000	\$165,000
Director of Financial Planning & Analysis	\$168,000	\$191,400	\$214,800
Manager of Financial Planning & Analysis	\$130,000	\$150,000	\$170,000
Senior Financial Planning & Analysis	\$105,000	\$121,500	\$138,000
Financial Planning & Analysis	\$90,000	\$97,500	\$105,000
Director of Internal Audit	\$170,400	\$222,300	\$274,200
Internal Audit Manager	\$138,600	\$163,950	\$189,300
Senior Internal Auditor	\$107,700	\$126,900	\$146,100
Internal Auditor	\$82,500	\$101,100	\$119,700

Accounting & Finance Salaries

Title	Low	Average	High
Senior Property Accountant	\$80,000	\$92,500	\$105,000
Property Accountant	\$78,000	\$87,500	\$97,000
Senior Staff Accountant (3+ years)	\$80,000	\$90,000	\$100,000
Staff Accountant (1-3 Years)	\$66,000	\$74,000	\$82,000
Accounting Clerk	\$61,500	\$63,000	\$64,500
Accounts Payable Manager	\$84,050	\$102,525	\$121,000
Accounts Payable Specialist	\$61,000	\$68,000	\$75,000
Accounts Payable Clerk/Admin	\$51,900	\$58,800	\$65,700
Accounts Receivable Manager	\$75,000	\$85,000	\$95,000
Accounts Receivable Specialist	\$61,000	\$69,950	\$78,900
Accounts Receivable Clerk/Admin	\$52,400	\$59,700	\$67,000
Billing Manager	\$71,400	\$89,400	\$107,400
Billing Specialist/Analyst	\$51,400	\$61,700	\$72,000
Billing Assistant/Clerk	\$50,700	\$56,850	\$63,000
Collections / Cash Applications	\$60,100	\$81,300	\$102,500

Accounting & Finance Salaries

Title	Low	Average	High
Payroll Manager/Supervisor	\$85,100	\$97,550	\$110,000
Payroll Analyst/Specialist/Accountant	\$66,000	\$76,050	\$86,100
Payroll Clerk	\$51,900	\$59,400	\$66,900
Payroll Admin/Coordinator	\$62,400	\$73,125	\$83,850
Full Charge Bookkeeper	\$75,000	\$87,000	\$99,000
Bookkeeper	\$70,000	\$77,000	\$84,000

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